

Region of Waterloo

Chief Administrative Officer

Equity, Diversity, and Inclusion

To: Community and Health Services Committee

Meeting Date: September 12, 2023

Report Title: Amendment to Code of Use By-Law (13-050) to prohibit harassing/discriminatory behaviour on Regional premises

1. Recommendation

That The Regional Municipality of Waterloo amend the Code of Use Bylaw (#13-050) in accordance with Appendix A to prohibit harassing / discriminatory behaviour on Regional premises, pursuant to Report CAO-EDI-23-003, dated September 12, 2023.

2. Purpose / Issue:

The purpose of this Report is to amend the Code of Use Bylaw (#13-050) to address harassment based on race, religion, gender identity or sexual orientation and other protected grounds under the Ontario Human Rights Code occurring within public spaces that are Regionally owned or occupied.

3. Strategic Plan:

This amendment is part of the Community Safety and Wellbeing Plan (CSWP) implementation which advances all areas of the Strategic Plan with particular emphasis on the Healthy, Safe and Inclusive Communities and Responsive and Engaging Public services focus areas of the strategic plan, specifically including objectives: 4.3.1, 4.3.2, 4.3.3, 4.3.4, 5.1.3.

4. Report Highlights:

- The Code of Use Bylaw (#13-050) regulates conduct of persons on Regionally owned or occupied premises. Schedule “B” of the By-law includes a list of “prohibited activities”. The By-law can be enforced by issuing an offence notice and/or requiring the offending person to leave the premises.
- The Anti-Hate Municipal Working Group discussed the process for a coordinated approach to counter islamophobia, starting with an amendment to Schedule “B” of the Code of Use By-Law (#13-050) to specifically prohibit harassment based on race, religion, gender identity or sexual orientation and other protected grounds under the Ontario Human Rights Code.

- The new “prohibited activity”, if passed, states as follows with the additional definitions:

“communicating, causing or permitting communication, with any person in a way that causes the person, reasonably in all the circumstances, to feel harassed;”

“communicating” and “communication” includes but is not limited to words spoken, written, or recorded electronically or electro-magnetically or otherwise as well as gestures, signs or other visible representations;”

“harassed” includes, but is not limited to:
(a) feeling tormented, troubled, worried, plagued or badgered; or
(b) experiencing objectionable or unwelcome conduct, comment, bullying, or actions that could reasonably cause offence or humiliation, including conduct, comment, bullying, or actions because of race, religious beliefs, colour, disability, age, ancestry, place of origin, marital status, source of income, family status, gender, gender identity, gender expression, sexual orientation;”
- This proposed amendment has been modelled after the City of Edmonton Public Place By-Law 14-614.

5. Background:

In March of 2022, the Coalition of Muslim Women (CMW) presented Regional Council with several recommendations (see Appendix B) to support the eradication of Islamophobia across the Waterloo Region. Following the CMW recommendations, a working group made up of Region of Waterloo Reconciliation, Equity, Diversity and Inclusion, Planning, Development and Legislative Services staff; representatives from each of the municipal Equity, Diversity and Inclusion teams; a representative from the Township of Woolwich; as well as representatives from the Coalition of Muslim Women was convened to collaborate.

Furthermore, on May 24, 2023, the Regional Council passed the following motion opposing hate and prejudice in all its forms. The motion stated:

“That the Regional Municipality of Waterloo opposes hate and prejudice in all its forms;
That Regional Municipality of Waterloo is committed to equity, diversity, and inclusion, and opposes any form of racism and discrimination that undermines the dignity and rights of all residents, including 2SLGBTQIA+ individuals and persons with disabilities, in the Region of Waterloo; and
That all municipalities be encouraged to stand against hate in all its forms.
And that this resolution be forwarded to all area municipalities and the Association of Municipalities of Ontario”

This motion, along with the CMW recommendations highlight the importance of the proposed amendment to ensure safety and wellbeing of all residents.

6. Communication and Engagement with Area Municipalities and the Public

Area Municipalities:

Through the Anti-Hate Working Group, the CMW and each of the participating area municipalities have been engaged throughout the amendment and decision-making process who have committed to incorporating the language and amendments. All members of the group have worked together to determine the most impactful process and to determine the language to be incorporated.

The proposed amendment will create avenues for engaging area municipalities to consider similar opportunities for local by-law review and coordinated enforcement.

Public:

The by-law amendment proposal process incorporated extensive community engagement that aimed to build relationships, build trust, and provide multiple ways for communities to participate. Engagement with CMW allowed for the by-law language to reflect the change that is being sought by the broader community. In addition, more than 100 community leaders and partners discussed the by-law amendment and its impact on combatting hate as part of the Community Safety and Wellbeing Plan Symposium held at Kitchener Public Library on 8 August 2023.

Notice of the proposed by-law amendment has been made in accordance with the Region's notice policy.

7. Financial Implications: Nil.

8. Conclusion / Next Steps:

If passed, the amending by-law would become effective on 1 January 2024. In the interim, staff will coordinate with by-law enforcement staff and security officers to identify training needs to ensure successful implementation of the amended by-law and carry out anti-hate awareness campaigns that highlight the by-law amendment.

9. Attachments:

Appendix A: Draft Amending By-Law

Appendix B: CAO-EDI-22-02, Coalition of Muslim Women Recommendations to Counter Islamophobia

Appendix C: Letter of Support from Coalition of Muslim Women KW

Appendix D: Amendment to Code of Use By-Law 13-050 Presentation

Prepared By: Mitul Mahmud, Manager, Community Safety and Wellbeing

Richard Brookes, Senior Solicitor

Reviewed By: Connie MacDonald, Chief Communications & Strategy Officer

Approved By: Connie MacDonald, Chief Communications & Strategy Officer

Appendix A: Draft Amending By-Law

By-Law Number 23-XXX

of

The Regional Municipality of Waterloo

A By-law to amend By-law 13-050, A By-Law Respecting the Conduct of Persons Entering Upon Buildings, Grounds and Public Transportation Vehicles Owned or Occupied by The Regional Municipality of Waterloo, as amended

Whereas Council of The Regional Municipality of Waterloo enacted By-law 13-050, A By-Law Respecting the Conduct of Persons Entering Upon Buildings, Grounds and Public Transportation Vehicles Owned or Occupied by The Regional Municipality of Waterloo, as amended (the “By-law”);

And Whereas the Council of The Regional Municipality of Waterloo wishes to prevent harassing behavior on Regional premises;

NOW THEREFORE the Council of The Regional Municipality of Waterloo enacts as follows:

1. Section 1 of Schedule “B” of the By-law is amended by adding subsections (1.1) and (1.2) as follows:

“(1.1) “communicating” and “communication” includes but is not limited to words spoken, written, or recorded electronically or electro-magnetically or otherwise as well as gestures, signs or other visible representations;”

“(1.2) “harassed” includes, but is not limited to:
(a) feeling tormented, troubled, worried, plagued or badgered; or
(b) experiencing objectionable or unwelcome conduct, comment, bullying, or actions that could reasonably cause offence or humiliation, including conduct, comment, bullying, or actions because of race, religious beliefs, colour, disability, age, ancestry, place of origin, marital status, source of income, family status, gender, gender identity, gender expression, sexual orientation;”

2. Subsection 2(2) of Schedule “B” of the By-law is amended to add the following subsection (h.1):

“(h.1) communicating, causing or permitting communication, with any person in a way that causes the person, reasonably in all the circumstances, to feel harassed;”

3. This By-law shall come into force and take effect on January 1, 2024.

By-law read a first, second and third time and finally passed in the Council Chamber in the Regional Municipality of Waterloo this 27th day of September, A.D., 2023.

Regional Clerk

Regional Chair

Region of Waterloo

CAO's Office

Office of Reconciliation and Equity, Diversity and Inclusion

To: Regional Council

Meeting Date: March 23, 2022

Report Title: Coalition of Muslim Women Recommendations to Counter Islamophobia

1. Recommendation:

That the Regional Municipality of Waterloo take the following actions with respect to supporting the eradication of Islamophobia in Waterloo Region in collaboration with the Coalition of Muslim Women and the area municipalities as set out in report CAO-EDI-22-02 dated March 23, 2022:

- a) Collaborate on the development of a Region-wide and coordinated approach to counter Islamophobia;
- b) Commit to recognizing January 29, the National Day of Remembrance of the Quebec City Mosque Attack and Action Against Islamophobia as an annual day of commemoration of the victims of the Quebec Mosque shooting, and continue to participate in the Green Square Campaign;
- c) Implement anti-Islamophobia training for Regional staff;
- d) Consider amendments to its Code of Conduct By-Law (Regional By-Law 13-050) to address harassment based on race, religion, gender identity or sexual orientation and other protected grounds under the Ontario Human Rights Code occurring within public spaces that are regionally owned or occupied;
- e) Engage area municipalities to consider similar opportunities for local by-law review and coordinated enforcement; and
- f) Provide financial support for the Coalition of Muslim Women's Hate or Discrimination Reporting and Support Program for a 12 month period effective April 1, 2022 in the maximum amount of \$100,000 to be funded from the Equity Investment Fund to ensure program continuity while the Region develops longer-term investment and funding programs aligned with the Community Safety and Wellbeing Framework, including guidelines for the Upstream Fund.

2. Purpose / Issue:

The purpose of this report is to present opportunities to work collaboratively with community and area municipalities to support the eradication of Islamophobia across Waterloo Region as directed by Council on October 20th, 2021 and to present updates on the recommendations and approach following Regional Council's direction on Feb 23, 2022.

3. Strategic Plan:

This initiative supports the Healthy, Safety and Inclusive Communities and Responsive and Engaging Public Services focus areas of the strategic plan, specifically including objectives 4.3 and 4.5.

4. Key Considerations:

Over many years, community organizations such as the Coalition of Muslim Women have been working to address islamophobia at a grassroots level. This work has resulted in critical research, data and calls to action. On October 20, 2021, the Coalition of Muslim Women provided a presentation to Regional Council highlighting Islamophobia in Canada and brought forth recommendations on an action plan to address Islamophobia in Waterloo Region on a municipal level.

The Region of Waterloo is committed to the eradication of Islamophobia and have been engaging with the Coalition of Muslim Women to respond to their recent calls to action. The calls to action from the Coalition of Muslim Women carried a necessary urgency, and so the current recommendations reflect the beginning of this collaborative effort towards action and change. This presents a starting point based on community needs, preliminary engagement, research and dialogue, and with the understanding that more recommendations and actions may follow as the work continues. The immediate steps include:

a) Supporting the Eradication of Islamophobia in Waterloo Region through the Community Safety Wellbeing Plan (CSWBP)

The Region of Waterloo is committed to social justice and eliminating systemic racism and discrimination by embedding principles of equity and reconciliation into our programs, policies and services. Countering Islamophobia is an essential part of this journey and an ongoing area of concern in Waterloo Region. Local and national calls to actions have continued to raise this concern and this was further reflected through recent community engagement to co-create the Council approved Community Safety and Wellbeing Plan framework in January 26, 2021.

The Community Safety and Wellbeing Plan is a framework for moving towards a safe and well community that focuses on improving the lives of those facing the greatest barriers to safety and wellbeing in Waterloo Region.

Community and partners identified that anti-hate and anti-racism action was central to achieving community goals. Staff are currently exploring opportunities

with community to provide greater support to achieving the implementation of this plan including creating space for community led governance, furthering Truth and Reconciliation, identifying sustainable investment and continued outreach and engagement with community and partners.

b) Supporting the Hate or Discrimination Reporting and Support Program

Hate crime reporting is critical to increase understanding, gather more data and address the experiences of hate, racism and discrimination in Waterloo Region.

The leadership and action that the Coalition of Muslim Women has taken to develop and operate the successful Hate or Discrimination Reporting and Support Program in Waterloo Region is critical and the continuation of this program is foundational to eradicating Islamophobia as well as measuring other forms of hate and discrimination in our Region.

Within about a 12-month span, the Hate or Discrimination Reporting and Support Program received nearly 100 reports of hate and discrimination within Waterloo Region. In addition to documenting these instances, the Coalition of Muslim Women also provides ongoing support services and system navigation to those that are affected. In addition to documenting, the project also provides community training and awareness to better understand the differences between hate crimes, hate incidents and discrimination, while also promoting community resources.

In order for the Region of Waterloo to address inequity in our community, especially as it relates to Islamophobia, there needs to be an understanding of current impacts on community. The Hate or Discrimination Reporting and Support Program enables the community to not only obtain support, but to also collect data that will provide necessary information to address issues and enact policies to ensure the safety and wellbeing of the community.

The Hate or Discrimination Reporting and Support Program's current funding from the Canadian Heritage's Anti-Racism Action grant will be ending on March 31st 2022, which is why funding this program is critical starting April 1, 2022. Staff therefore recommend 12-month funding of this project to ensure its sustainability while longer-term plans are developed on community funding models that support collective change through the Coalition of Muslim Women.

c) Creating a Regional Approach to Address Islamophobia

Supporting the eradication of Islamophobia will take commitment from the Region while working alongside area municipalities. To support this action, Regional staff have started a conversation with area municipal staff with the hope of developing a series of sustainable actions that support a comprehensive and joint approach to address Islamophobia. These actions aim to include policy review and development, data collection, engagement and strategic planning efforts - all informed by the recommendations made by the Coalition of Muslim Women in Oct 2021.

To ensure meaningful engagement, staff will continue to reach out to the Coalition of Muslim Women to develop, implement and evaluate this strategy. Council will

receive updates on this progress as implementation continues.

d) Standing In Support of Muslim Communities

Showing solidarity in support of Muslim communities is a critical ongoing action that shows leadership and increases inclusion and belonging. On January 29, 2022, the Region of Waterloo, in partnership with area municipalities, participated in the Green Square Campaign by the National Council of Canadian Muslims. On that day, the Region, along with area municipalities illuminated locations across the Region with green lights to symbolize the green carpets of the Quebec City mosque where the victims last stood to pray. Staff therefore recommend a commitment to recognizing January 29, the National Day of Remembrance of the Quebec City Mosque Attack and Action Against Islamophobia as an annual day of commemoration of the victims of the Quebec Mosque shooting, and continue to participate in the Green Square Campaign.

e) Anti-Islamophobia Training

Staff training and awareness is foundational to system-change. This was also an important call to action within the Community Safety and Wellbeing Plan and the Region is committed to this action, as part of ongoing work.

The Region has begun working on a comprehensive HR program to review it's existing policies, EDI training and workplace practices and integrating anti-islamophobia will become an important aspect of these developments. In consultation with the Coalition of Muslim Women a coordinated approach for anti-Islamophobia trainings for municipal staff will be developed.

The Region of Waterloo has already started these conversations and in addition, will continue to provide educational opportunities for staff by celebrating Islamic Heritage Month on an annual basis amongst other efforts.

f) Municipal By-law Making Authority relating to Racially Motivated Harassment

The Region is committed to supporting anti-hate action and will consider amendments to its Code of Conduct By-Law (e.g. Regional By-Law 13-050) that may address harassment based on race, religion, gender identity or sexual orientation occurring within public spaces that are regionally owned or occupied.

For this action to be more applicable to broader public spaces, Regional staff will start to engage area municipalities to consider similar opportunities for further local by-law review and coordinated enforcement

g) Sustainable Funding for Community Based Action

Services and programs led by community organizations play a vital role to support the community to achieve its vision for the future and improve the overall outcomes associated with Regional strategy such as the Community Safety and Wellbeing Plan. Staff are just starting conversations with community of how to best support and invest in collaborative action in a sustainable way. Staff will bring an

update report to Council this coming spring, with proposed next steps on the allocation of Council directed Upstream Fund as a means to support implementation of this work.

In addition, a grant review process is set to start in spring of 2022. This new process will help guide and mobilize funding that will seed innovation and sustainable change in a number of areas including the implementation of the Community Safety and Wellbeing Plan and the eradication of Islamophobia.

While the grant review process and the Community Safety and Wellbeing Plan implementation planning is underway, Staff will continue to collaborate with organizations like Coalition of Muslim and other community leaders to develop a community-led governance, act on calls to action as part of the Community Safety and Wellbeing Plan.

5. Background:

Islamophobia

According to the National Council of Canadian Muslims, in Canada over the last 5 years, more Muslims have been killed in targeted hate-attacks because of Islamophobia than any other G-7. Locally, there have been about formal reports of hate incidents or discrimination reported through Coalition of Muslim Women's Hate Reporting System from April to December 2021. For more data on hate reports, see Appendix A.

Governments at all levels have announced commitments to take action to denounce and tackle Islamophobia. In January 2022, the Federal Government announced its intention to appoint a representative to combat Islamophobia as part of its renewed Anti-Racism Strategy.

Current Laws Relating to Racially Motivated Harassment

The Criminal Code of Canada has an offence of criminal harassment that prohibits a person from "engaging in conduct that causes another person reasonably, in all the circumstances, to fear for their safety or the safety of anyone known to them". This usually entails some type of conduct that is repeated or threatening. The Criminal Code of Canada also has offences relating to "hate" crimes. For example, there is an offence of promoting hatred against an identifiable group in a public place. The Ontario Human Rights Code has provisions that prohibit racial harassment or discrimination in the workplace, rental accommodations and commercial settings like restaurants and retail stores.

Most municipalities, including the Region of Waterloo, have existing bylaws that prescribe a code of conduct or conditions of permitted use for public lands. The Region's by-law (Regional By-law 13-050) respecting the conduct of persons entering onto Regional lands and public transit vehicles, for example, includes "using profanity, obscene language or racial slurs" and "acts which are perceived as threatening, intimidating and sexual harassment" as prohibited activities which

entitles by-law enforcement officers to remove offending persons from Regional lands (excluding Regional roads). This bylaw also has an offence provision and application of this provision, will be reviewed.

To date, two Canadian municipalities, London and Edmonton, have recently supported the use of the municipal by-law making authority to create laws that are responsive to expressions of hate or racism on public lands. In the instance of Edmonton, this initiative involved the amendment of its public places bylaw to include harassment based on race, religion, gender identity, sexual orientation and other identifiers as behaviors resulting in a fine of \$250.

The Grant Review Process

In December 2021, as part of the 2022 Plan and Budget process, Council directed staff to develop a new discretionary grant policy and procedures to be implemented in 2023 that will enable, transparent, equitable, consistent and effective grant administration practices. Recommendations for a new policy will go to Council for approval in August 2022. Following Council approval, ongoing funding like that proposed in this report for the Hate or Discrimination Reporting and Support Program will be reviewed to align with the new policies, in collaboration with community stakeholders.

6. Area Municipality Communication and Public/Stakeholder Engagement:

Regional staff is currently collaborating with area municipalities and starting conversations about how coordinate on the development of a long-term strategic approach to eradicating Islamophobia. This is happening alongside efforts to better align action to support the Community Safety and Wellbeing Plan framework.

Ongoing engagement with Coalition of Muslim Women will continue to ensure successful implementation of the recommendations in this report and support collaborative ongoing efforts.

7. Financial Implications:

The Region of Waterloo's response to Islamophobia, as contained in this report will be undertaken within the existing Regional 2022 budget.

Staff recommend funding the Coalition of Muslim Women Hate or Discrimination Reporting and Support Program for a period of 12 months beginning April 1st, 2022 in the maximum amount of \$100,000 to support one temporary full time resource plus ancillary costs from the Strategic Investment in Equity.

8. Conclusion / Next Steps:

The Region is committed to supporting the eradication of Islamophobia and continued collaboration with the Coalition of Muslim Women to take action. In addition, the Region will continue to engage and collaborate with area municipalities to support opportunities for co-ordinated action to leverage more

impact towards our collective goals.

This work aligns with the Council approved Community Safety and Wellbeing Plan framework, which will help co-ordinate ongoing systemic change across the region.

9. Attachments / Links:

Appendix A: Summary of findings

Appendix B: Islamophobia & Racism, Recommendations for a municipal action plan

Prepared By: Fauzia Baig, Director of Equity, Diversity and Inclusion

Jennifer Smith, Director, Corporate Strategy and Performance

Jeff Schelling, Regional Solicitor/Director, Legal Services

Reviewed By: Bruce Lauckner, Chief Administrative Officer

Approved By: Bruce Lauckner, Chief Administrative Officer

Date: Aug. 11, 2023

To whom it may concern,

Coalition of Muslim Women is a proud and committed advocate for equality, inclusivity, and social justice. We are pleased to extend our support for the Region of Waterloo's proposed by-law addressing street harassment based on hate. We are so glad to see this positive outcome of our presentation to the council.

Street harassment based on hate not only perpetuates discrimination and inequality but also threatens the fundamental rights and dignity of individuals targeted by such acts. By establishing a dedicated by-law that explicitly addresses this issue, the Region of Waterloo is sending a powerful message that hate-driven behavior will not be tolerated within our public spaces.

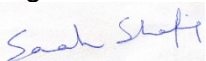
This proposed by-law exemplifies the region's commitment to promoting respect, understanding, and acceptance among its residents. It provides hope for marginalized and vulnerable groups who too often bear the brunt of hate-based harassment. By providing victims with a clear and effective means of reporting incidents and seeking justice, the by-law empowers individuals to assert their rights and contribute to the creation of a more inclusive and equitable society.

As an organization deeply invested in social progress, we recognize the positive impact that the proposed by-law will have on our community. It will not only discourage hate-driven street harassment but also inspire a broader culture of empathy and compassion, wherein everyone can thrive without fear of discrimination or harm.

We commend the Region of Waterloo for its dedication to addressing this critical issue and for taking proactive steps toward building a safer and more cohesive environment. We wholeheartedly endorse the implementation of the proposed by-law.

Thank you for your commitment to advancing the well-being and dignity of all residents. We stand in solidarity with the Region of Waterloo and its efforts to create a community defined by tolerance, respect, and equality.

Signed,



NAME: Sarah Shafiq
TITLE: Director of Advocacy, Research & Youth Programming
ORGANIZATION: Coalition of Muslim Women of KW



Region of Waterloo

Amendment to Code of Use By-Law 13-050

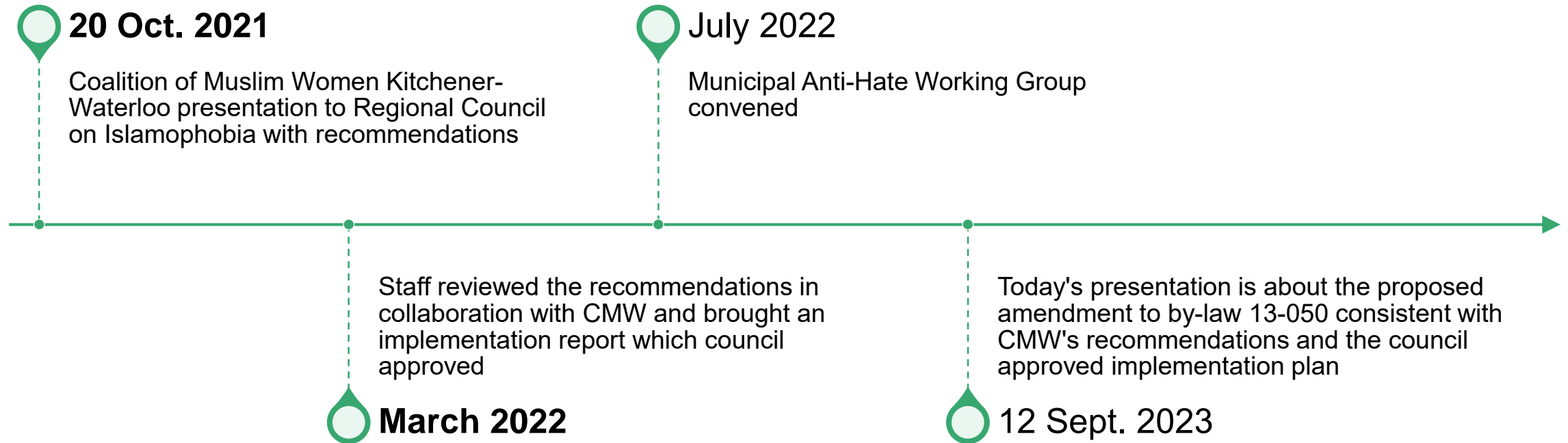
Community Health and Services Committee

12 September 2023

Fauzia Baig – Director, Equity,
Diversity, and Inclusion

Richard Brookes – Senior Solicitor
(Municipal & Litigation)

Background



Commitment

1. Consider amendments to its Code of Conduct By-Law (Regional By-Law 13-050) to address harassment based on race, religion, gender identity or sexual orientation and other protected grounds under the Ontario Human Rights Code occurring within public spaces that are regionally owned or occupied;
2. Engage area municipalities to consider similar opportunities for local by-law review and coordinated enforcement

Action Taken

1. Convening of the Municipal Anti-Hate Working Group:
 - Discussed the process for a coordinated approach to counter islamophobia, starting with an amendment to Regional By-Law 13-050
 - Plan for updating other municipal policies and bylaws in alignment with By-Law 13-050 amendments
 - CMW and each of the municipalities engaged throughout the amendment and decision-making process

Regional Council's Anti-Hate Motion

On May 24, 2023, the
Regional Council passed
the following motion
opposing hate and
prejudice in all its forms

That the Regional Municipality of Waterloo opposes hate and prejudice in all its forms;

That Regional Municipality of Waterloo is committed to equity, diversity, and inclusion, and opposes any form of racism and discrimination that undermines the dignity and rights of all residents, including 2SLGBTQIA+ individuals and persons with disabilities, in the Region of Waterloo; and

That all municipalities be encouraged to stand against hate in all its forms.

And that this resolution be forwarded to all area municipalities and the Association of Municipalities of Ontario

Region's Code of Use By-Law # 13-050

The Code of Use Bylaw (#13-050) regulates conduct of persons on Regionally owned or occupied premises. Schedule “B” of the By-law includes a list of “prohibited activities”.

Proposed Amendments:

- Specifically prohibiting harassment based on race, religion, gender identity or sexual orientation and other protected grounds under the Ontario Human Rights Code
- Enforcement strategy to include issuing an offence notice and/or requiring the offending person to leave the premises

Region of Waterloo
**Community Safety
& Wellbeing Plan**



Strategies to support anti-hate and anti-Islamophobia work continue being a priority for the Region and partners.

- **Upstream Fund**, launched under the Community Safety and Wellbeing Plan, has committed to fund CMW's activities addressing hate, racism, Islamophobia, and belongingness
- Similar activities funded by the **Community Capacity-Building Fund** established as part of Region's Reconciliation and Equity Investments
- Anti-hate and anti-racism are deeply embedded in the **Community Safety and Wellbeing Framework** as one of the grounding principles for Region's equity work moving forward.
- Community leaders and partners discussed the by-law amendment and its impact on combatting hate as part of the **Community Safety and Wellbeing Plan Symposium** held on 8 August 2023 at KPL.

Next steps

- If passed, the amending by-law would become effective on 1 January 2024
- Coordinate with by-law enforcement staff and security officers to identify training needs
- Anti-hate awareness campaigns- that highlight the amendment
- Area municipalities and Townships will identify their codes and by-laws that can be revised based on this amendment (upon approval)

THANK YOU